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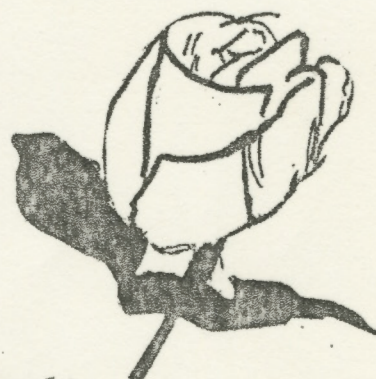
PUBLISHED FOR EMPLOYEES OF THE
SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

BULLETIN NO. 48

MARCH 21, 1974



*Far better it is to dare
mighty things, to win glorious
triumphs, even though checkered
by failure, than to take rank
with those poor spirits who
neither enjoy much nor suffer
much, because they live in the
gray twilight that knows not
victory nor defeat.*



..... Theodore Roosevelt

NEWS FROM OUR STATE DIRECTOR.

The Board of the Department of Youth Services met this month and were presented with a televised version of a student drama which was written, produced, and performed by students from the Willow Lane School under the direction of Mr. Jim Sparger who in turn was brought to us through the efforts of Mr. Jerry Hall, our Recreational Supervisor. The drama was well done and staff would do well to view it in that it gave some good insight as to the students' thinking of different staff members. Mr. Sparger and Mr. Hall have done a good job with this program, and we are favorably impressed with the production.

Mr. Jerry Hall reported to the Board that this Agency was very pleased to receive a \$5,000 grant from the Arts Commission to institute drama activities throughout the Agency.

The Department's annual report was presented to the Board, and we shall have copies available upon request to people throughout the state and from out-of-state. All staff are encouraged to read a copy of the report so that they will be informed about what we have done in the past.

A Character Guidance Booklet was presented by Chaplain Ellzey, and we consider this the first didactic approach to character guidance that we have introduced in the past four years. This course will be introduced as a part of the programming in the Willow Lane School, and we are in hopes that we can broaden it into the entire student body. One of the criticisms of the Juvenile Justice System has been that the further that a young person gets into it, the further away from his original problem he gets. This is another step in our effort to overcome this hazard.

The Behavioral Modification Student Handbook was presented to the Board along with an explanation by Mr. Dan Lawther. It was an excellent presentation, as is the handbook, and we were all impressed by its thoroughness. We regretted that Mr. Don Lawson could not be there in that he was ill.

The Behavioral Modification Program generates some money through its program of industries, and they are going to try to expand their Industrial

Program. The Board approved of the expenditure of \$7,500 to build a prestressed steel building which may be used to expand these programs and the Behavioral Modification Section.

We have had several months experience in our Crisis Intervention Section now and the policy and procedures are in the process of being modified under a committee headed by Chaplain Youngblood. As of this time, we will have a full treatment program for that small unit with a social worker, a recreational worker, and a full-time teacher being assigned. We are eager to see what sort of impact this short-term crisis program will have on some of our more chronic offenders.

NEWS FROM THE SOUTH CAROLINA SCHOOL FOR BOYS.

Rambling in Recreation

We have moved into our new recreation room and the additional facility gives us a better opportunity for a more complete program.

The intramural basketball league is in full swing with undefeated Middleton Cottage leading the way. Middleton is led by the campus leading scorer, Leroy Breland.

On Saturday evening, March 9, 1974, there was a talent show in the recreation room. Some of the participants were Charles James, Mike Carson, Elijah Brown, Johnny Wright, the Stroman brothers, and Chauncey Grayson. The show was a huge success, enjoyed by both faculty and students.

All of the campus honor roll is looking forward to the arrival of girls from Willow Lane for a dance on Saturday, March 16, 1974.

On the evening of March 12, 1974, there will be the first meeting of a weightlifting group led by volunteer, Ronald Garrick.

Plans are underway to field a baseball team in the Florence Greenwood Pony League.

News from Chaplain

We extend our congratulations to Mr. and Mrs. Rupert Isgett in the birth of their new baby girl.

Mr. E. M. McKissick, the volunteer pianist for our Sunday School hour, is still convalescing at home. We wish him a speedy recovery.

We welcome to our volunteer service program Mrs. Frances Eaddy. She plays the piano for Sunday School. We appreciate so much her desire to contribute her time and talents.

Chaplain Pilgrim has recently organized a group of ministers to serve the spiritual needs of the Florence City-County-Federal Detention Center on a weekly volunteer basis.

The Florence Ministers Conference has also asked Chaplain Pilgrim to train a group of ministers in counseling to work with the Florence hospitals as volunteer chaplains.

Get well wishes are extended to Mr. Henry Porter, Laundry Supervisor, who is in McLeod Hospital. Mr. Porter suffered a mild heart attack and is recovering very nicely.

ICU - Florence Campus

On March 9, 1974, Mr. Robert W. Schaffer, Director of Cottage Life - ICU,

passed away. He was 50. We are deeply saddened by Mr. Schaffer's departure, and he will always be remembered as a man who truly cared. The funeral was attended by all the students from Kershaw Cottage whose faces illustrated the great loss.

NEWS FROM JOHN G. RICHARDS.

The students seemed to have enjoyed some of the events on campus the past couple of weeks.

The Central Assembly of God sponsored a youth rally and we had sixteen (16) students attend.

The "Lady Bugs" singing group from Columbia College presented a musical program for the students at John G. Richards and Pickens. They sang both contemporary and religious songs.

On March 10, 1974, Union Church United Methodist Youth of Irmo presented a music program, had a basketball game with our students, provided refreshments and highlighted the night with a karate demonstration by Mr. Don Martin.

More than twenty (20) students went to the Ringling Brothers Circus on March 8. Our thanks to Chaplain Howard Ellez who arranged it.

Seven (7) students went roller skating in Newberry with the St. Andrews Baptist Church Youth on March 12. A wonderful time was had by all in spite of sore muscles the next day.

Mr. Bob Henriques of Columbia Bible College will present a magic show to the students on March 17, 1974.

A musical concert by the "Sanctuary" singing group is planned for March 24, 1974, at 10:30 a.m.

Beginning this month, we will have a birthday party monthly for each cottage. Thus far, we have a group of Park Street Ladies to sponsor Sumter Cottage. Birthday cakes for the other cottages are presently prepared by the cafeteria. We hope to get church groups to sponsor all cottage birthday parties in the very near future.

The rumor is true! A chorus group has been formed at John G. Richards. We are proud to have Mrs. Mary Ann Crouch as chorus directress. We have twenty-eight (28) students involved and plan to present a singing program to the student and the staff on April 3, 1974, at 3:00 p.m.

Our sympathy goes out to Mrs. Leola Jacobs who lost her brother, Avon Williams, recently.

We are delighted to welcome to our staff Mr. Henry Harris and Mr. Nelson Smith as youth counselors.

Our Red Devil basketball team has recently completed the 1973-1974 season with a fine 7-5 records. This is not as good as previous seasons but with the area high school competition, we are proud of our team's performance and we are grateful to Coaches Bookhart and Ferguson.

Social Services

On March 14, 1974, the Social Service Department at John G. Richards and Mr. Davis, Unit Coordinator attended a workshop at the Carolina Inn. The workshop was concerned with information about neglected and abused children.

Since the middle of February, John G. Richards has changed the basic cottage treatment program from a point system to a four phase behavior modification program. The four broad bases of the program are:

1. Phase I - Personal Social Adjustment and Intake - Calhoun Building

This program uses positive and negative reinforcement and regiments new and behaviorally dysfunctional students to develop self-discipline. Importance of rules, schedules, and appropriate interpersonal relationships are stressed.

2. Phase II - Personal Hygiene and Baseline Studies - Marion Building

In addition to continuing the work started in Phase I, the students in Phase II are observed for a two-week period to aid in developing a baseline study of individual continuous behaviors which are dysfunctional in the community. Cleanliness of self and surroundings is stressed. The students are continued on a positive and negative reinforcement schedule.

3. Phase III - Interpersonal Relationship Development - Sumter Building

This phase utilizes the baseline studies made in Phase II. Individual contracts are designed and positive reinforces are used to lessen inappropriate behaviors. Students are less restricted in this stage and peer pressure is used extensively.

4. Phase IV - Independent Living and Pre-release

This phase is used as a halfway house, pre-release and independent living situation. Students in this phase are given as much freedom as allowed in an institution.

Rewards are scheduled according to the buildings and the higher the phase the greater the number of rewards available. Hopefully, the phase system will enable our students to develop behaviors which will be appropriate for survival in their home communities.

--- Joe Benton
Supervisor of Social Services

NEWS FROM WILLOW LANE SCHOOL.

On Saturday, March 16th, 30 students from Willow Lane School went on an excursion to the S. C. School for Boys in Florence. The students enjoyed themselves fully and look forward to another outing.

On Thursday, March 7th, there was a student-staff basketball game in the Willow Lane School gym. The girls' team beat the women's team, but the boys weren't as lucky, because they were beaten by the men's team.

On Friday, March 8th, the High Honor students and the Campus Honor students were treated to a special treat. They attended the Ringling Brothers Circus at the Carolina Coliseum.

NEWS FROM THE RECEPTION AND EVALUATION CENTER.

We wish to extend to Mrs. Judy McMaster, Supervisor of Social Services, a warm welcome. Mrs. McMaster received her M.S.W. from the University of Tennessee and came to us from the Children's Unit of the South Carolina State Hospital where she was a clinical social worker. Judy is married to John McMaster who is a clinical social worker with the Department of Corrections.

Best wishes to Shel Rayle and Dan Lawther who were married March 8, 1974.

Best wishes to Nanette Broom and George Fasano, Jr. who were married March 16, 1974. Mrs. Fasano is a teacher's aide at R & E.

NEWS FROM THE YOUTH BUREAU DIVISION.

Spartanburg Youth Bureau

Recently, Mr. Walter Waddell, Regional Supervisor of the Spartanburg Youth Bureau attended a Leadership Training Seminar sponsored by the Junior League of Spartanburg. The Seminar dealt with leadership and management techniques.

Several Spartanburg agencies participated in A World Day of Prayer Program. Following devotional services, members of the congregation visited various booths and learned of area resources. The Spartanburg Youth Bureau participated and was represented by Dorothy Stroble, Supervisor of Area Social Services.

Greenville Youth Bureau

The Greenville Youth Bureau welcomes Ms. Linda Smith who joined their staff March 8, 1974, as Social Worker II.

Charleston Regional Diagnostic Center

Mr. Dave Cook has accepted a position with the Alston-Wilkes Society to direct a halfway house in Charleston. We, of the Charleston Center, certainly will miss Dave and his enthusiasm for his work with the Center and the Department. We wish him well in his promotion to such a position of responsibility.

Mr. Marshall D. Rollins, Project Administrator of the Charleston Regional Diagnostic Center, attended the 1974 International Conference of the Association for Children with Learning Disabilities from February 28 through March 2. He received a scholarship through the Southeastern Correctional Training Council. Mr. Rollins stated that he gained knowledge and insight concerning a problem area with which the Charleston Center and the Department must deal every day. He has already shared some of the many papers which he obtained at the conference.

The Charleston Center welcomes Mrs. Barbara Castle, Social Worker II, and Mrs. Christina Ward, Youth Counselor II. Barbara will be Intake Coordinator. Christina will be in psychological testing.

Mr. Joe Belknap, Social Worker II, has been accepted in the Graduate School of Social Work of the University of South Carolina. His plans are being formulated to attend beginning September, 1974.

St. Luke's Center

Ms. Paula Gaffney, Coordinator of Volunteer Services, has recently returned from a four-day trip to Denver, Colorado. Ms. Gaffney was being trained for her Volunteer Program.

Our Coordinator of Recreation, Mr. Clemon Stocker, is preparing for the St. Luke's Basketball Tournament which will begin Friday, March 15, at 3:00 p.m. Four girls' teams and eight boys' teams are participating in this Tournament.

Caroselle

The girls at Caroselle met with the staff at St. Luke's Center. They discussed ways they could serve as volunteers and ways the Program could benefit them. The girls were very enthusiastic and are looking forward to a good Program at St. Lukes.

The girls had a farewell party for one of the residents which was sponsored by the J.E.T.'s. The J.E.T.'s discussed the possibility of forming a softball team with the girls.

NEWS FROM THE PERSONNEL SECTION.

Employee-Relations Section

OVERVIEW OF AFFIRMATIVE ACTION

The United States is a nation founded on and governed by the principles of equality and justice for all people. Discrimination in employment and employment opportunity has been a fact throughout the history of our nation. The problem of discrimination has affected primarily racial minorities and women, in that they have traditionally not had a fair opportunity to work at their level of competence in meaningful jobs. Minority groups have usually been relegated to custodial occupations, and women to clerical functions. The upper job levels, managerial and professional, have been, by and large, dominated by white males. This fact has been well documented in studies regarding employment in the public sector.

The action taken by the 1972 General Assembly in creating the Commission on Human Affairs established a clear and positive policy against discrimination in the South Carolina State Government. The South Carolina Commission on Human Affairs is directly involved in advising and/or instructing state and local governments as to how to discharge their legal responsibilities to insure nondiscrimination in their personnel systems. The Department of Youth Services, with the aid of the Human Affairs Commission's Community Services Division, has developed an Affirmative Action Plan. Our Affirmative Action Plan was approved by the Human Affairs Commission on November 31, 1973. The Department of Youth Services was one of the first State agencies to have an Affirmative Action Plan; for this we should be proud.

Now, I would like to briefly define and explore the components of the Department of Youth Services' Affirmative Action Plan. Affirmative Action can be defined as those steps taken to remove present discrimination and discriminatory practices, and to overcome the effects of past discrimination, whether purposeful or inadvertent. Nondiscrimination requires the elimination of all existing discriminatory conditions. Affirmative Action goes a step further in requiring that an employer take additional positive steps to recruit, employ, train, and promote members of those groups that have been excluded from the workforce or underutilized because of the systematic forms of discrimination.

Taking Affirmative Action does not mean that our agency should give "preferential treatment" to minority groups and women, or "discriminate in reverse." An Affirmative Action Plan actually reinforces merit employment concepts by assuring that all segments of our society have an opportunity to enter the public service on the basis of open competition and advance according to their relative ability. This is accomplished by doing away with barriers such as inadequate publicity of job openings, unrealistic job requirements, tests which lack adequate validity, and insufficient opportunity for upward mobility.

It should be recognized that a commitment to nondiscrimination is not the same as a commitment to Affirmative Action. Nondiscrimination is passive in nature, while Affirmative Action is active. A policy of Affirmative Action commits our agency to take positive steps to remove the effects of discrimination.

The understanding of numerical hiring goals as established in the context of Affirmative Action planning should now be considered. The idea of numerical hiring goals is frequently misinterpreted to mean hiring quotas and is met with understandable antagonism. A hiring quota is imposed on the employer by an external source of authority, normally a court of law. It is a rigid number, usually based on nothing more than demographic statistics, which must be met precisely, and is subject to the jurisdiction of the imposing authority. A goal, on the other hand, is established internally by the employer. The goal is based on availability of qualified persons in major job categories; it is a numerical, flexible objective which should be diligently sought, and is subject only to good faith efforts by the employer.

To promote high standards of job performance and provide for maximum development of our employees, it has been established that the Department of Youth Services provide department sponsored in-service training for its employees. Primarily, training is designed to include programs to develop the knowledge, skills, and abilities necessary to improve the performance of job duties. The training goals also include the decrease of employee turnover and staff development to provide for employee upward mobility.

Equal employment opportunity is the policy of the Department of Youth Services

and Affirmative Action is practiced in its administration. Discrimination in recruitment, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration because of religious opinions or affiliations or because of race, national origin, or other non-merit factors is prohibited. Discrimination on the basis of age or sex or physical disability is prohibited except where specific age, sex or physical condition constitutes a bonafide occupational qualification necessary to proper and efficient performance of duties and responsibilities.

The Department of Youth Services has well defined procedures for the hearing of grievances. Such procedures include a guarantee of freedom from interference, restraint, coercion, discrimination, or reprisal. If you need information concerning departmental grievance procedures or more information on Affirmative Action, please contact Mr. Derrick A. Gallion, Employee-Relations Section, Central Administration Annex No. 1, 1925 Shivers Road, Columbia, S. C., telephone number 758-6701.

Training Section

The bulletin for Midlands TEC's 1974 Spring Quarter has been forwarded to the Training Section. A variety of courses will be offered. For further information, please contact Ms. Ellen Summers, Training Section -- 758-6341.

COMMUNITY SERVICES SEMINAR

The South Carolina Commission on Alcoholism is sponsoring a Community Services Seminar on "The Family of the Alcoholic." This program is scheduled for Tuesday, April 2 and Wednesday, April 3 and will be held at Camp Kinard, near Leesville, South Carolina. For further information and/or registration forms, please contact your Unit Coordinator or Ms. Betty Cobb, Training Section -- 758-6341.

NEWS FROM THE FISCAL AFFAIRS SECTION.

OUT-OF-STATE telephone calls can now be reduced by 35%. When calling out-of-State, dial Centrex Operator at "132", give her the city, state, and area code of number you are calling and also your four digit Centrex number, then proceed to dial the number.

You can call anywhere outside of South Carolina within the United States (excluding Alaska and Hawaii) using the Centrex operator's assistance for 20¢ per minute. Direct dialing to a number outside of South Carolina averages 31¢ per minute. Therefore, a substantial amount of money can be saved by going through the Centrex operator.

Fiscal Affairs urges you to PLEASE USE THE CENTREX OPERATOR FOR OUT-OF-STATE CALLS.

NEWS FROM THE CAMPUS POLICE SECTION.

Mr. Rutkowski, Supervisor of Security, has been attending a training seminar on "Prevention and Control of Riots and Disorder." The seminar was held at the Matador Inn, Nashville, Tennessee--March 11-15, 1974.

NEWS FROM THE INTENSIVE CARE UNITS.

Pickens ICU has added a weightlifting class to the physical education program. Dr. Allen Benson from the University of South Carolina has contributed not only a set of weights to be used in the facility, but has also instructed each youth counselor on how to conduct weightlifting classes. Our staff feels that this addition to our program will be beneficial to all of our students.

ICU Pickens welcomes Mr. Charles Faulk and Mr. James Glover to our cottage life staff. We are sure they will be valuable additions to our staff.

The Department of Youth Services congratulates Mr. E. T. Borders, Supervisor for Educational Resources, on being selected as one of the candidates for the position of Board member in the area of Correctional Education Services-Juvenile Vocational Instruction.

Remembered Quote for the Day.....

"When I did well, I heard it never. When I did ill, I heard it ever."

.....Old English Rhyme
(Submitted by Willow Lane)